
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2057

Diane C. Koplewski Division of | Revision No.: 13

Director Wage Determinations | Date Of Revision: 06/13/2012

State: California

Area: California Counties of Imperial, San Diego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.61	
01012 - Accounting Clerk II	17.52	
01013 - Accounting Clerk III	19.61	
01020 - Administrative Assistant	25.04	
01040 - Court Reporter	19.16	
01051 - Data Entry Operator I	15.00	
01052 - Data Entry Operator II	16.37	
01060 - Dispatcher, Motor Vehicle	19.16	
01070 - Document Preparation Clerk	14.63	
01090 - Duplicating Machine Operator	14.63	
01111 - General Clerk I	13.54	
01112 - General Clerk II	15.34	
01113 - General Clerk III	17.22	
01120 - Housing Referral Assistant	20.30	
01141 - Messenger Courier	12.23	
01191 - Order Clerk I	14.73	
01192 - Order Clerk II	16.08	
01261 - Personnel Assistant (Employment) I	18.29	
01262 - Personnel Assistant (Employment) II	20.67	
01263 - Personnel Assistant (Employment) III	23.10	
01270 - Production Control Clerk	22.89	
01280 - Receptionist	13.16	
01290 - Rental Clerk	16.09	
01300 - Scheduler, Maintenance	17.28	
01311 - Secretary I	17.28	
01312 - Secretary II	18.08	
01313 - Secretary III	20.30	
01320 - Service Order Dispatcher	17.60	
01410 - Supply Technician	24.51	
01420 - Survey Worker	19.16	
01531 - Travel Clerk I	13.51	
01532 - Travel Clerk II	14.76	
01533 - Travel Clerk III	16.21	
01611 - Word Processor I	16.07	
01612 - Word Processor II	18.04	
01613 - Word Processor III	20.18	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass	22.21	
05010 - Automotive Electrician	22.37	
05040 - Automotive Glass Installer	21.55	
05070 - Automotive Worker	21.55	
05110 - Mobile Equipment Servicer	19.83	
05130 - Motor Equipment Metal Mechanic	23.16	
05160 - Motor Equipment Metal Worker	21.55	
05190 - Motor Vehicle Mechanic	22.75	
05220 - Motor Vehicle Mechanic Helper	18.60	

05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter, Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	12.84
07042 - Cook II	13.58
07070 - Dishwasher	9.46
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.71
07260 - Waiter/Waitress	9.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.94
09040 - Furniture Handler	14.32
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	16.57
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	19.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.96
11060 - Elevator Operator	12.96
11090 - Gardener	17.18
11122 - Housekeeping Aide	12.96
11150 - Janitor	12.96
11210 - Laborer, Grounds Maintenance	13.92
11240 - Maid or Houseman	9.85
11260 - Pruner	13.45
11270 - Tractor Operator	14.90
11330 - Trail Maintenance Worker	13.92
11360 - Window Cleaner	14.20
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	20.17
12012 - Certified Occupational Therapist Assistant	25.81
12015 - Certified Physical Therapist Assistant	27.54
12020 - Dental Assistant	17.68
12025 - Dental Hygienist	40.91
12030 - EKG Technician	26.42
12035 - Electroneurodiagnostic Technologist	26.42
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	19.25
12072 - Licensed Practical Nurse II	21.53
12073 - Licensed Practical Nurse III	24.01
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	20.67
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	16.54
12195 - Medical Transcriptionist	19.21
12210 - Nuclear Medicine Technologist	36.75
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.30
12235 - Optical Dispenser	21.24
12236 - Optical Technician	16.53
12250 - Pharmacy Technician	17.36
12280 - Phlebotomist	14.34
12305 - Radiologic Technologist	30.68
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	35.92
12313 - Registered Nurse II, Specialist	35.92
12314 - Registered Nurse III	42.67
12315 - Registered Nurse III, Anesthetist	42.67

12316 - Registered Nurse IV	51.14	
12317 - Scheduler (Drug and Alcohol Testing)	24.55	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	20.91	
13012 - Exhibits Specialist II	25.91	
13013 - Exhibits Specialist III	31.68	
13041 - Illustrator I	21.12	
13042 - Illustrator II	26.16	
13043 - Illustrator III	32.00	
13047 - Librarian	28.91	
13050 - Library Aide/Clerk	13.29	
13054 - Library Information Technology Systems Administrator	26.11	
13058 - Library Technician	17.77	
13061 - Media Specialist I	18.84	
13062 - Media Specialist II	21.07	
13063 - Media Specialist III	23.50	
13071 - Photographer I	16.33	
13072 - Photographer II	18.44	
13073 - Photographer III	22.63	
13074 - Photographer IV	27.68	
13075 - Photographer V	33.49	
13110 - Video Teleconference Technician	17.71	
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.02	
14042 - Computer Operator II	19.04	
14043 - Computer Operator III	21.22	
14044 - Computer Operator IV	23.58	
14045 - Computer Operator V	26.11	
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	17.02	
14160 - Personal Computer Support Technician	23.58	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.51	
15020 - Aircrew Training Devices Instructor (Rated)	36.91	
15030 - Air Crew Training Devices Instructor (Pilot)	44.25	
15050 - Computer Based Training Specialist / Instructor	30.51	
15060 - Educational Technologist	30.67	
15070 - Flight Instructor (Pilot)	44.25	
15080 - Graphic Artist	23.93	
15090 - Technical Instructor	26.13	
15095 - Technical Instructor/Course Developer	31.96	
15110 - Test Proctor	21.83	
15120 - Tutor	21.83	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.79	
16030 - Counter Attendant	9.79	
16040 - Dry Cleaner	12.02	
16070 - Finisher, Flatwork, Machine	9.79	
16090 - Presser, Hand	9.79	
16110 - Presser, Machine, Drycleaning	9.79	
16130 - Presser, Machine, Shirts	9.79	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.79	
16190 - Sewing Machine Operator	12.81	
16220 - Tailor	13.55	
16250 - Washer, Machine	10.49	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	19.94	
19040 - Tool And Die Maker	23.80	
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	18.88	
21030 - Material Coordinator	22.89	
21040 - Material Expediter	22.89	
21050 - Material Handling Laborer	13.07	
21071 - Order Filler	15.33	
21080 - Production Line Worker (Food Processing)		18.88
21110 - Shipping Packer	14.04	
21130 - Shipping/Receiving Clerk	14.04	
21140 - Store Worker I	12.48	
21150 - Stock Clerk	16.40	
21210 - Tools And Parts Attendant	18.88	
21410 - Warehouse Specialist	18.88	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	26.52	
23021 - Aircraft Mechanic I	25.55	
23022 - Aircraft Mechanic II	26.52	
23023 - Aircraft Mechanic III	27.54	
23040 - Aircraft Mechanic Helper	18.88	
23050 - Aircraft, Painter	22.46	
23060 - Aircraft Servicer	21.08	
23080 - Aircraft Worker	21.88	
23110 - Appliance Mechanic	20.66	
23120 - Bicycle Repairer	15.52	
23125 - Cable Splicer	26.10	
23130 - Carpenter, Maintenance	22.28	
23140 - Carpet Layer	18.15	
23160 - Electrician, Maintenance	23.07	
23181 - Electronics Technician Maintenance I	22.59	
23182 - Electronics Technician Maintenance II	23.97	
23183 - Electronics Technician Maintenance III	27.60	
23260 - Fabric Worker	20.80	
23290 - Fire Alarm System Mechanic	23.50	
23310 - Fire Extinguisher Repairer	19.48	
23311 - Fuel Distribution System Mechanic	27.67	
23312 - Fuel Distribution System Operator	21.35	
23370 - General Maintenance Worker	19.20	
23380 - Ground Support Equipment Mechanic	25.55	
23381 - Ground Support Equipment Servicer	21.08	
23382 - Ground Support Equipment Worker	21.88	
23391 - Gunsmith I	19.48	
23392 - Gunsmith II	22.16	
23393 - Gunsmith III	24.85	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		24.46
23430 - Heavy Equipment Mechanic	28.70	
23440 - Heavy Equipment Operator	28.86	
23460 - Instrument Mechanic	24.17	
23465 - Laboratory/Shelter Mechanic	23.51	
23470 - Laborer	12.27	
23510 - Locksmith	20.96	
23530 - Machinery Maintenance Mechanic		24.66
23550 - Machinist, Maintenance	20.86	
23580 - Maintenance Trades Helper	16.57	
23591 - Metrology Technician I	24.17	
23592 - Metrology Technician II	25.25	
23593 - Metrology Technician III	30.26	
23640 - Millwright	29.26	
23710 - Office Appliance Repairer	21.74	
23760 - Painter, Maintenance	21.93	
23790 - Pipefitter, Maintenance	24.76	
23810 - Plumber, Maintenance	23.93	
23820 - Pneudraulic Systems Mechanic		24.85
23850 - Rigger	23.07	
23870 - Scale Mechanic	21.03	

23890 - Sheet-Metal Worker, Maintenance	23.06
23910 - Small Engine Mechanic	21.12
23931 - Telecommunications Mechanic I	26.33
23932 - Telecommunications Mechanic II	27.33
23950 - Telephone Lineman	26.11
23960 - Welder, Combination, Maintenance	23.82
23965 - Well Driller	24.96
23970 - Woodcraft Worker	24.85
23980 - Woodworker	18.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.87
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	10.20
24620 - Family Readiness And Support Services Coordinator	17.12
24630 - Homemaker	20.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.02
25040 - Sewage Plant Operator	26.45
25070 - Stationary Engineer	27.02
25190 - Ventilation Equipment Tender	19.72
25210 - Water Treatment Plant Operator	26.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.53
27007 - Baggage Inspector	13.86
27008 - Corrections Officer	29.73
27010 - Court Security Officer	31.17
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	29.73
27070 - Firefighter	27.18
27101 - Guard I	13.86
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.20
28042 - Carnival Equipment Repairer	16.19
28043 - Carnival Equipment Worker	10.89
28210 - Gate Attendant/Gate Tender	15.62
28310 - Lifeguard	13.53
28350 - Park Attendant (Aide)	17.38
28510 - Recreation Aide/Health Facility Attendant	12.67
28515 - Recreation Specialist	21.52
28630 - Sports Official	13.84
28690 - Swimming Pool Operator	17.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.21
29042 - Stevedore II	30.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.91
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.55
30021 - Archeological Technician I	20.59
30022 - Archeological Technician II	22.84
30023 - Archeological Technician III	28.30
30030 - Cartographic Technician	28.30
30040 - Civil Engineering Technician	25.89
30061 - Drafter/CAD Operator I	20.42
30062 - Drafter/CAD Operator II	22.84
30063 - Drafter/CAD Operator III	25.47
30064 - Drafter/CAD Operator IV	31.34
30081 - Engineering Technician I	18.88
30082 - Engineering Technician II	21.19

30083 - Engineering Technician III	23.70
30084 - Engineering Technician IV	29.36
30085 - Engineering Technician V	35.91
30086 - Engineering Technician VI	43.45
30090 - Environmental Technician	22.65
30210 - Laboratory Technician	21.62
30240 - Mathematical Technician	27.79
30361 - Paralegal/Legal Assistant I	21.72
30362 - Paralegal/Legal Assistant II	26.91
30363 - Paralegal/Legal Assistant III	32.91
30364 - Paralegal/Legal Assistant IV	39.82
30390 - Photo-Optics Technician	28.30
30461 - Technical Writer I	23.46
30462 - Technical Writer II	28.69
30463 - Technical Writer III	34.71
30491 - Unexploded Ordnance (UXO) Technician I	24.73
30492 - Unexploded Ordnance (UXO) Technician II	29.92
30493 - Unexploded Ordnance (UXO) Technician III	35.87
30494 - Unexploded (UXO) Safety Escort	24.73
30495 - Unexploded (UXO) Sweep Personnel	24.73
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.47
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	14.37
31030 - Bus Driver	17.56
31043 - Driver Courier	13.59
31260 - Parking and Lot Attendant	10.07
31290 - Shuttle Bus Driver	14.66
31310 - Taxi Driver	12.33
31361 - Truckdriver, Light	14.66
31362 - Truckdriver, Medium	18.11
31363 - Truckdriver, Heavy	20.85
31364 - Truckdriver, Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99030 - Cashier	12.02
99050 - Desk Clerk	10.60
99095 - Embalmer	21.58
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	14.55
99310 - Mortician	23.74
99410 - Pest Controller	14.26
99510 - Photofinishing Worker	16.54
99710 - Recycling Laborer	19.84
99711 - Recycling Specialist	24.10
99730 - Refuse Collector	18.98
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	11.77
99830 - Survey Party Chief	28.85
99831 - Surveying Aide	18.84
99832 - Surveying Technician	26.23
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.89
99842 - Vending Machine Repairer Helper	14.09

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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 Director Wage Determinations | Date Of Revision: 06/13/2012

State: California

Area: California Counties of Riverside, San Bernardino

Fringe Benefits Required Follow the Occupational Listing

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01612 - Word Processor II	16.87	
01613 - Word Processor III	18.76	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass	22.65	
05010 - Automotive Electrician	22.18	
05040 - Automotive Glass Installer	20.84	
05070 - Automotive Worker	20.84	
05110 - Mobile Equipment Servicer	19.16	
05130 - Motor Equipment Metal Mechanic	23.56	
05160 - Motor Equipment Metal Worker	20.84	
05190 - Motor Vehicle Mechanic	23.56	
05220 - Motor Vehicle Mechanic Helper	18.38	

05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	17.59
07260 - Waiter/Waitress	10.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer, Minor	17.40
09130 - Upholsterer	18.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	13.27
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.85
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	28.73
12015 - Certified Physical Therapist Assistant	26.89
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	40.12
12030 - EKG Technician	25.07
12035 - Electroneurodiagnostic Technologist	25.07
12040 - Emergency Medical Technician	17.85
12071 - Licensed Practical Nurse I	18.38
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.26
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	18.08
12210 - Nuclear Medicine Technologist	39.64
12221 - Nursing Assistant I	10.19
12222 - Nursing Assistant II	11.46
12223 - Nursing Assistant III	12.50
12224 - Nursing Assistant IV	14.03
12235 - Optical Dispenser	15.70
12236 - Optical Technician	14.87
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	14.03
12305 - Radiologic Technologist	25.24
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20

12316 - Registered Nurse IV	57.77	
12317 - Scheduler (Drug and Alcohol Testing)	25.09	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	21.72	
13012 - Exhibits Specialist II	26.91	
13013 - Exhibits Specialist III	35.57	
13041 - Illustrator I	21.72	
13042 - Illustrator II	26.91	
13043 - Illustrator III	34.63	
13047 - Librarian	29.81	
13050 - Library Aide/Clerk	16.49	
13054 - Library Information Technology Systems Administrator	26.91	
13058 - Library Technician	22.40	
13061 - Media Specialist I	19.42	
13062 - Media Specialist II	21.72	
13063 - Media Specialist III	24.22	
13071 - Photographer I	16.93	
13072 - Photographer II	18.94	
13073 - Photographer III	24.13	
13074 - Photographer IV	32.91	
13075 - Photographer V	39.80	
13110 - Video Teleconference Technician	18.25	
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.82	
14042 - Computer Operator II	19.93	
14043 - Computer Operator III	22.89	
14044 - Computer Operator IV	25.73	
14045 - Computer Operator V	28.50	
14071 - Computer Programmer I	(see 1)	27.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	17.82	
14160 - Personal Computer Support Technician	25.73	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.73	
15020 - Aircrew Training Devices Instructor (Rated)	42.03	
15030 - Air Crew Training Devices Instructor (Pilot)	50.37	
15050 - Computer Based Training Specialist / Instructor	34.73	
15060 - Educational Technologist	39.97	
15070 - Flight Instructor (Pilot)	50.37	
15080 - Graphic Artist	22.59	
15090 - Technical Instructor	21.28	
15095 - Technical Instructor/Course Developer	26.03	
15110 - Test Proctor	18.40	
15120 - Tutor	18.40	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.67	
16030 - Counter Attendant	9.67	
16040 - Dry Cleaner	12.40	
16070 - Finisher, Flatwork, Machine	9.67	
16090 - Presser, Hand	9.67	
16110 - Presser, Machine, Drycleaning	9.67	
16130 - Presser, Machine, Shirts	9.67	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.67	
16190 - Sewing Machine Operator	13.33	
16220 - Tailor	14.24	
16250 - Washer, Machine	10.49	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	18.83	
19040 - Tool And Die Maker	21.83	
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	14.58	
21030 - Material Coordinator	22.14	
21040 - Material Expediter	22.14	
21050 - Material Handling Laborer	16.24	
21071 - Order Filler	14.17	
21080 - Production Line Worker (Food Processing)		14.58
21110 - Shipping Packer	15.08	
21130 - Shipping/Receiving Clerk	15.08	
21140 - Store Worker I	10.87	
21150 - Stock Clerk	15.52	
21210 - Tools And Parts Attendant	14.58	
21410 - Warehouse Specialist	14.58	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	27.91	
23021 - Aircraft Mechanic I	26.83	
23022 - Aircraft Mechanic II	28.31	
23023 - Aircraft Mechanic III	29.39	
23040 - Aircraft Mechanic Helper	18.96	
23050 - Aircraft, Painter	24.00	
23060 - Aircraft Servicer	21.46	
23080 - Aircraft Worker	22.69	
23110 - Appliance Mechanic	21.63	
23120 - Bicycle Repairer	13.98	
23125 - Cable Splicer	31.83	
23130 - Carpenter, Maintenance	27.67	
23140 - Carpet Layer	23.38	
23160 - Electrician, Maintenance	29.81	
23181 - Electronics Technician Maintenance I	25.49	
23182 - Electronics Technician Maintenance II	27.44	
23183 - Electronics Technician Maintenance III	28.89	
23260 - Fabric Worker	19.50	
23290 - Fire Alarm System Mechanic	21.08	
23310 - Fire Extinguisher Repairer	18.50	
23311 - Fuel Distribution System Mechanic	27.85	
23312 - Fuel Distribution System Operator	20.98	
23370 - General Maintenance Worker	21.13	
23380 - Ground Support Equipment Mechanic	26.83	
23381 - Ground Support Equipment Servicer	21.46	
23382 - Ground Support Equipment Worker	22.69	
23391 - Gunsmith I	18.50	
23392 - Gunsmith II	21.93	
23393 - Gunsmith III	24.85	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.79
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		25.44
23430 - Heavy Equipment Mechanic	25.21	
23440 - Heavy Equipment Operator	29.54	
23460 - Instrument Mechanic	27.28	
23465 - Laboratory/Shelter Mechanic	23.62	
23470 - Laborer	12.83	
23510 - Locksmith	19.84	
23530 - Machinery Maintenance Mechanic		27.12
23550 - Machinist, Maintenance	24.78	
23580 - Maintenance Trades Helper	13.51	
23591 - Metrology Technician I	27.28	
23592 - Metrology Technician II	28.38	
23593 - Metrology Technician III	30.20	
23640 - Millwright	22.51	
23710 - Office Appliance Repairer	20.06	
23760 - Painter, Maintenance	21.05	
23790 - Pipefitter, Maintenance	25.18	
23810 - Plumber, Maintenance	23.72	
23820 - Pneudraulic Systems Mechanic		24.85
23850 - Rigger	24.85	
23870 - Scale Mechanic	21.93	

23890 - Sheet-Metal Worker, Maintenance	22.86
23910 - Small Engine Mechanic	17.79
23931 - Telecommunications Mechanic I	24.47
23932 - Telecommunications Mechanic II	25.86
23950 - Telephone Lineman	23.53
23960 - Welder, Combination, Maintenance	19.51
23965 - Well Driller	28.17
23970 - Woodcraft Worker	24.85
23980 - Woodworker	16.95
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.40
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	13.84
24630 - Homemaker	17.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	26.22
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	26.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	15.95
27040 - Detention Officer	31.01
27070 - Firefighter	25.20
27101 - Guard I	13.15
27102 - Guard II	15.95
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.51
28042 - Carnival Equipment Repairer	13.48
28043 - Carnival Equipment Worker	9.48
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.86
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	19.86
28630 - Sports Official	12.86
28690 - Swimming Pool Operator	18.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.99
29020 - Hatch Tender	21.99
29030 - Line Handler	21.99
29041 - Stevedore I	21.28
29042 - Stevedore II	23.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.26
30021 - Archeological Technician I	23.33
30022 - Archeological Technician II	24.00
30023 - Archeological Technician III	34.21
30030 - Cartographic Technician	34.35
30040 - Civil Engineering Technician	27.74
30061 - Drafter/CAD Operator I	24.64
30062 - Drafter/CAD Operator II	27.72
30063 - Drafter/CAD Operator III	30.79
30064 - Drafter/CAD Operator IV	37.88
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09

30083 - Engineering Technician III	24.70	
30084 - Engineering Technician IV	30.60	
30085 - Engineering Technician V	37.43	
30086 - Engineering Technician VI	45.29	
30090 - Environmental Technician	26.89	
30210 - Laboratory Technician	23.13	
30240 - Mathematical Technician	33.92	
30361 - Paralegal/Legal Assistant I	21.25	
30362 - Paralegal/Legal Assistant II	26.32	
30363 - Paralegal/Legal Assistant III	32.20	
30364 - Paralegal/Legal Assistant IV	38.69	
30390 - Photo-Optics Technician	33.63	
30461 - Technical Writer I	23.87	
30462 - Technical Writer II	29.19	
30463 - Technical Writer III	35.70	
30491 - Unexploded Ordnance (UXO) Technician I	25.32	
30492 - Unexploded Ordnance (UXO) Technician II	30.64	
30493 - Unexploded Ordnance (UXO) Technician III	36.72	
30494 - Unexploded (UXO) Safety Escort	25.32	
30495 - Unexploded (UXO) Sweep Personnel	25.32	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	29.03
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	32.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	12.97	
31030 - Bus Driver	19.85	
31043 - Driver Courier	13.10	
31260 - Parking and Lot Attendant	10.20	
31290 - Shuttle Bus Driver	14.48	
31310 - Taxi Driver	11.90	
31361 - Truckdriver, Light	14.48	
31362 - Truckdriver, Medium	21.82	
31363 - Truckdriver, Heavy	21.78	
31364 - Truckdriver, Tractor-Trailer	21.78	
99000 - Miscellaneous Occupations		
99030 - Cashier	12.13	
99050 - Desk Clerk	11.25	
99095 - Embalmer	22.03	
99251 - Laboratory Animal Caretaker I	12.73	
99252 - Laboratory Animal Caretaker II	13.81	
99310 - Mortician	25.51	
99410 - Pest Controller	16.58	
99510 - Photofinishing Worker	15.19	
99710 - Recycling Laborer	20.68	
99711 - Recycling Specialist	26.15	
99730 - Refuse Collector	17.96	
99810 - Sales Clerk	17.13	
99820 - School Crossing Guard	10.19	
99830 - Survey Party Chief	38.64	
99831 - Surveying Aide	20.42	
99832 - Surveying Technician	27.93	
99840 - Vending Machine Attendant	14.10	
99841 - Vending Machine Repairer	16.77	
99842 - Vending Machine Repairer Helper	14.10	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.